



# Equal Opportunity Program News



**Fort Leonard Wood, MO**

*Working together to achieve more*

Volume 3-07

**EO HOTLINE 596-0601/EEO HOTLINE 596-0602**

1 MAR 2007



Dear Miss Millie,

As a supervisor, I have heard others mention the term "vicarious liability". What does that exactly mean to me being a supervisor?

Curious

Dear Curious

- Two-pronged Affirmative Defense (not available when the harassment results in a tangible employment action (discharge, demotion, undesirable reassignment).
- The employer exercised reasonable care to prevent and correct promptly any sexually harassing behavior. The complainant (employee) unreasonably failed to take advantage of any preventive or corrective opportunities provided by the employer or to avoid harm otherwise

## Did You Know?

AR 600-20; 6-11. Evaluation Reports

The performance evaluation process provides commanders and supervisors an excellent opportunity to discuss their goals, objectives, and expectations of the EO and EEO programs. In counseling session, commanders and supervisors should discuss these programs as expressions of the Army's values and encourage support of these programs and how they intend to evaluate individual behaviors and actions.

When evaluating officers, enlisted Soldiers, or DA civilian employees, rating officials will evaluate those individuals' commitment to the goals and objectives of the EO or EEO program. This includes the individuals' actions or non-actions toward the prevention and elimination of unlawful discrimination and/or sexual harassment.

Raters are required to document significant deviations from that commitment and identify instances of reprisal/retaliation taken by the rated individual in that evaluation report. Substantiated EO complaints as a result of AR-15-6 investigation require a "Does not support EO" on the NCOER or a "No" in Part IV-Performance Evaluation Professionalism, Army Values, 5. Respect, on the OER. This documentation may include administering appropriate administrative, disciplinary, or legal action(s) to correct offensive behavior.

## CO2 Word of the month

### Kindness

1. ability to behave kindly

the practice of being or the capability to be sympathetic and compassionate

2. compassionate act

an act that shows consideration and caring

How can we thank you for your many kindness?

## Near term Observance information 2007

**Women's History Month 1-31 MAR** Committee meetings began on the 26<sup>th</sup> Jan. Meetings are held in Building 315, Room 227. Contact the 14<sup>th</sup> MP Brigade EOA SFC McIntosh for specific information. @ 6-0359

**Days of Remembrance (Victims of the Holocaust) 15-22 APR** Committee meetings will begin on the 4<sup>th</sup> of January at 1300hrs. Meetings will be conducted in Bldg 315, Room 227. Details for future meetings are on the FLW EO Website. Contact Garrison EOA MSG Thompson for details @ 6-1013

**Asian/Pacific Heritage Month 1-31 MAY** Committee meetings are held at Building 315, RM 227. Contact 187 INF EOA SFC (P) Clayton for dates and times @ 6-1398

## Training and Education

**POSH** All training will be held each Wednesday PVT-SSG 0900-1000, SFC & Above 1000-1100hrs. **Located in Bldg 315, Room 227.**

**Equal Opportunity Representative Course** Training for the **2nd quarter, FY 07** will be held **5<sup>th</sup> thru 23rd March 2007**. Contact your Brigade S3 schools or your branch specific EO representative for more information.

**Consideration of Others (CO2)** training for the **3rd quarter, FY 07** will be held **17-19 April 2007**. Contact your Brigade S3 schools or your branch specific detachment EO representative for more information.

Questions or recommendations regarding the EO portion of this newsletter can be directed to:

MSG Kibler 6-2610 or MSG Thompson 6-1013